
*PROPOSED
CONSTITUTIONAL AMENDMENTS*

to the SIXTY-SIXTH CONVENTION



INTERNATIONAL ALLIANCE OF
THEATRICAL STAGE EMPLOYES,
MOVING PICTURE TECHNICIANS,
ARTISTS AND ALLIED CRAFTS OF THE
UNITED STATES, ITS TERRITORIES
AND CANADA, AFL-CIO, CLC

JULY 27-31, 2009

WALT DISNEY WORLD DOLPHIN RESORT, ORLANDO, FLORIDA

1. **ARTICLE SEVEN, Section 1. Salary and Allowances**
(of International President)
ARTICLE EIGHT, Section 2. Salary and Allowances
(of International Vice Presidents)
ARTICLE NINE, Section 10. Salary and Allowances
(of General Secretary-Treasurer)
ARTICLE TEN, Section 2. Salary and Allowances of
(International Trustees)
ARTICLE TWELVE, Section 1 “b” and Section 2 “b”. Salary and
Allowances of (Appointive Officers)

It is proposed that the salary and per diem expenses of International Officers and staff be increased by 3% effective January 1, 2010 and each year thereafter.

Explanation: This increase is proposed in order that elected officers, appointed representatives and staff of the International may be reasonably compensated without spiraling costs out of control, and, such proposed increases have been concurred in by the General Executive Board at the recommendation of the International President.

2. **ARTICLE FOURTEEN, Section 1 (Page 26)**

It is proposed that the per capita tax payments of Class “A” local unions to the International be increased by one dollar (\$1.00) effective January 1, 2010, and, that the per capita tax payments to the International be additionally increased by two dollars (\$2.00) effective January 1, 2011, increased additionally by one dollar (\$1.00) effective January 1, 2012.

There would be no increase in the per capita tax payments in 2013, and, the allocation of the per capita taxes received by the International would remain as currently provided for in the International Constitution and Bylaws.

Explanation: These increases are proposed for the purpose of permitting the International to hire additional staff, increase organizing, administer contracts and to offset the increased costs of the overall operations of the International.

3. **ARTICLE FOURTEEN, Section 6 (Page 28)**

Create a new sub-paragraph (d) to read as follows:

“After approval has been granted by the Defense Fund Committee to cover a local’s legal expenses, and as a condition of reimbursement, the local union is required to send the monthly invoice from its attorney to the General Counsel of the International.”

Explanation: To monitor and control costs assessed to the Defense Fund on a monthly basis.

NOTE: Subsequent paragraphs “d” through “f” would be renumbered accordingly.

4. **ARTICLE SIXTEEN, “Discipline of Members”**

It is proposed that a new Section be inserted to Article Sixteen. The new Section would immediately follow the current Section 14, “Trial in Open Meeting.” appearing on Page 32 of the International Constitution. All subsequent Sections would remain intact and be renumbered accordingly.

The new Section would read as follows:

“Section 15. Right to a Trial

The International President, at his discretion for good cause shown, may allow a local union to eliminate from its constitution the right of a member to a trial in open meeting as provided in Section 14 above. Should the International President decide that a local has cause to eliminate the right to trial in open meeting, it is necessary for such local to properly amend its constitution accordingly. Cause shall include consideration of the geographical jurisdiction of the local, the number of members in the local, and whether such local regularly conducts business at membership meetings at a single location.”

Explanation: Many national locals conduct membership meetings at different locations. Other large locals do not regularly convene meetings of the entire membership, convening craft meetings instead. In such cases, a trial at an open meeting can be accomplished only at great expense. An accused would still have the right to appeal the ruling of a trial board directly to the International. Such an appeal can include issues relating to the appellants challenge of the right of certain members to sit on the trial board that heard the case against him.

5. ARTICLE SEVENTEEN, Section 2 (Page 34)

Add a second sentence to read as follows:

“Appeals concerning nominations or elections must be made within fifteen (15) days.”

Explanation: To clearly advise members of the time allowed for filing election appeals. This is a conforming change as this language exists in Article Seventeen, Section 8. All appeal time limits should be listed together in Article Seventeen, Section 2.

6. ARTICLE NINETEEN, Section 4 (Page 42)

a) Second paragraph to be amended to insert the following before the words “have been a member” at the beginning of the second line of this paragraph:

“be actively engaged in the industry within the Local’s jurisdiction and have worked for at least one hundred and twenty (120) days in the past thirty-six (36) months, and”

b) Second paragraph to be amended to add the following sentence as the last sentence:

“The continuous good standing for two years is not broken unless the member has been suspended under the Local’s Constitution and Bylaws.”

As amended above, the second paragraph of Article Nineteen, Section 4 will now read as follows:

“Officers of affiliated local unions must be members of such local unions but to be eligible for elective or appointive office in any local union of this Alliance a person **shall be actively engaged in the industry within the Local’s jurisdiction and have worked for at least one hundred and twenty (120) days in the past thirty-six (36) months, and** have been a member of that local union in continuous good standing for two years, except that this provision shall not apply to any newly-chartered Locals or where such requirement has been waived in writing by the International President in special cases where the circumstances in his judgment warrant it. **Time served as an officer of a local union shall be applicable towards the “one hundred and twenty (120) days in the past 36 months” requirement. The continuous good standing for two years is not broken unless the member has been suspended under the Local’s Constitution and Bylaws.”**

Explanation: The working-at-the-trade requirement is fairly common in labor unions. Its purpose is to prevent people from controlling the union who have no attachment to the industry. It ensures a continuing on-going interest in the labor union by requiring candidates to have a stake in the industry.

The additional authority vested in the International President to waive this requirement is designed for (although not limited to) Locals with jurisdictions that do not generally have sufficient work to meet the criteria to hold office. In such cases a liberal interpretation supporting the democratic process is intended.

In addition, “actively engaged in the industry...” is not intended to apply to those individuals who work under an employment contract with a Local such as a hired Business Representative or Executive Director.

The “continuous good standing” amendment conforms to long-standing IATSE practice dating back decades and satisfies the legally required grace period.

7. **ARTICLE NINETEEN, Section 5 (Page 24)**

Add a new second paragraph to this Section, to read as follows:

“Whereupon failure of a local union to obtain a quorum for a general membership meeting and upon written application to the International President by the local union, the International President may reduce or waive the quorum requirement for the next general membership meeting of the Local on such terms and conditions as are just and reasonable in the circumstance as determined by the International President.”

Explanation: Without giving the International President this authority, a Local which cannot achieve a quorum would not be able to conduct business. The Local would be in a proverbial “Catch-22” because its business is brought to a stand-still for failure to obtain a quorum. Absent this provision, a Local cannot lower the quorum to one that is achievable and which would allow it to function. This conforms to long-standing practice and remedies a problem frequently encountered where a Local has not been able to obtain a quorum at general membership meetings.

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